

Performance of Industry Training Organisations

Educational Performance Indicators

The Skills Organisation: 2018 Reporting Year

Content of this report

2018 rates for the three educational performance indicators

This report provides the 2018 rates for the educational performance indicators for The Skills Organisation:

- cohort-based programme completion rate (introduced in 2016)
- credit achievement rate (existing methodology)
- first year retention rate for New Zealand Apprentices (introduced in 2016)

The cohort-based programme completion rate provides a more meaningful reflection of an industry training organisation's performance. Unlike the previous nominal credit-weighted programme completion rate, the cohort-based measure tracks individual enrolments in programmes. It is not susceptible to external factors such as fluctuations in enrolment patterns throughout the year.

The methodology for calculating the educational performance indicators can be found [here](#).

Impact of the introduction of New Zealand Apprenticeships

Operational changes in 2014 means that some industry training organisations have unusually low cohort completion rates

Some industry training organisations with large numbers of apprentices will report low programme completion rates for level 4-7 industry trainees, which flows into the overall completion rate. This is because many of the trainees were withdrawn and re-enrolled as apprentices in 2014. Therefore these low rates do not necessarily reflect the organisation's true performance.

New Zealand Apprenticeships replaced Modern Apprenticeships in 2014

In 2014 we introduced New Zealand Apprenticeships, which replaced the Modern Apprenticeship scheme. Modern Apprenticeships were only open to apprentices aged under 21 years at the time they enrolled. Anyone over 21 years of age doing an apprenticeship was enrolled as an industry trainee.

New Zealand Apprenticeships introduced two significant changes: the age cap was lifted, and the funding rate increased.

As a result, industry trainees aged 21 and over could now be formally enrolled in an apprenticeship and be funded at a higher rate.

Subsequently, industry training at level 4 and above shows a large number of non-completions, as these learners have been withdrawn from the industry training cohort in 2013 and re-enrolled into the apprenticeship cohort in 2014.

The effect will be noticeable through to 2019

The impact on the completion rate will be most significant for the 2016 reporting year due to the withdrawals from the 2013 industry training cohort. We may also see low apprentice numbers in apprenticeship cohorts from 2011 to 2013 until the New Zealand Apprenticeship cohort starts in 2014.

Other performance information will help build a clearer picture

We recommend you also refer to the credit achievement rate and [Education Counts > Retention and Achievement](#) (see *Achievement in industry training*) for other views of performance. We have also published separately the old version of the programme completion rate. Taken as a whole, these rates provide a clearer sense of an organisation's performance.

We are happy to take any questions

Please send your questions to us at SectorHelpdesk@tec.govt.nz or call us on 0800 601 301.

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* indicates that the data has been suppressed as one or more of the values is less than 10.

Cohort-Based Programme Completion Rate

This measures the number of learners in a starting cohort who complete a programme at the same level after a given time-frame. The rate includes, based on level of training, learners who started in 2013, 2015 and 2016.

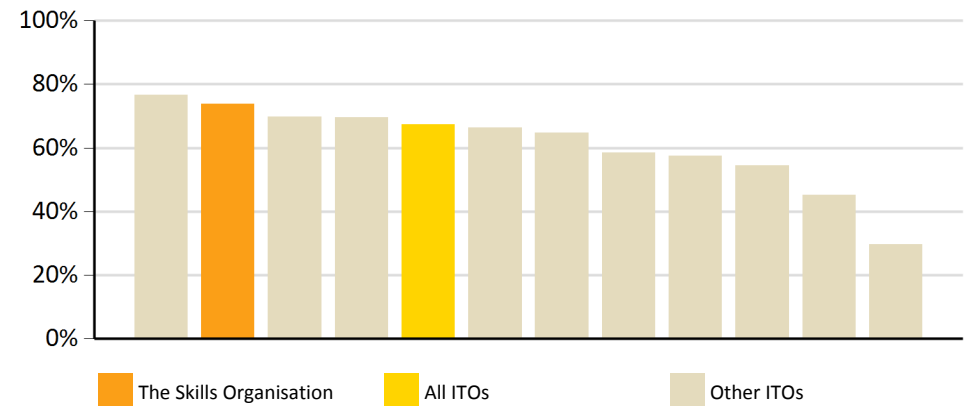
| | | |
|---|-------------------------|-----|
| Overall | The Skills Organisation | 74% |
| | All ITOs | 67% |
| Apprenticeships 2013 starting cohort 6 year: completions up to 2018 | The Skills Organisation | 66% |
| | All ITOs | 45% |
| Industry training levels 4 and above 2015 starting cohort 4 year: completions up to 2018 | The Skills Organisation | 72% |
| | All ITOs | 68% |
| Industry training levels 1 to 3 2016 starting cohort 3 year: completions up to 2018 | The Skills Organisation | 77% |
| | All ITOs | 71% |

Overall ITO cohort-based programme completion rate

74%

| Cohort | Starting in cohort | Programme completions | Cohort-based programme completion rate |
|--------------------------------------|--------------------|-----------------------|--|
| Overall | 8,092 | 5,974 | 74% |
| Apprenticeships | 643 | 422 | 66% |
| Industry training levels 4 and above | 4,005 | 2,884 | 72% |
| Industry training levels 1 to 3 | 3,444 | 2,668 | 77% |

Comparative cohort-based programme completion rates results across ITOs



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Credit Achievement Rate

This measures the number of credits achieved as a proportion of the credits expected to be achieved. For publication purposes, all rates are capped at a maximum of 100%.

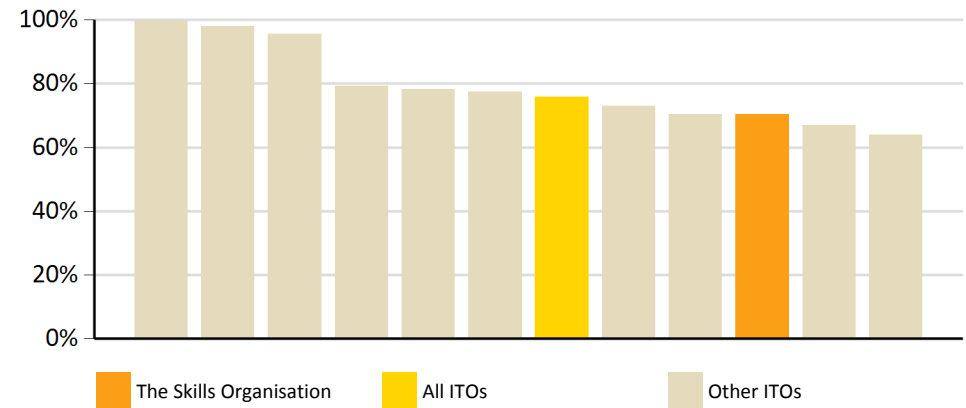


Overall ITO credit achievement rate

70%

| Cohort | Credits expected | Credits achieved | Credit achievement rate |
|--------------------------------------|------------------|------------------|-------------------------|
| Overall | 1,106,537 | 778,942 | 70% |
| Apprenticeships | 574,510 | 410,673 | 71% |
| Industry training levels 4 and above | 276,961 | 173,959 | 63% |
| Industry training levels 1 to 3 | 255,066 | 194,310 | 76% |

Comparative credit achievement rates results across ITOs



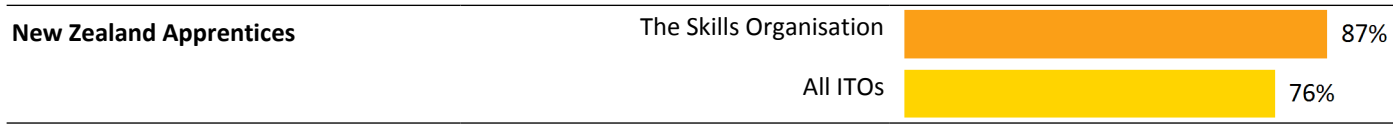
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First Year Retention Rate

This measures the proportion of New Zealand Apprentices retained in their apprenticeship after their first 12 months of training.

First year retention rates of 2017 starting cohort by levels

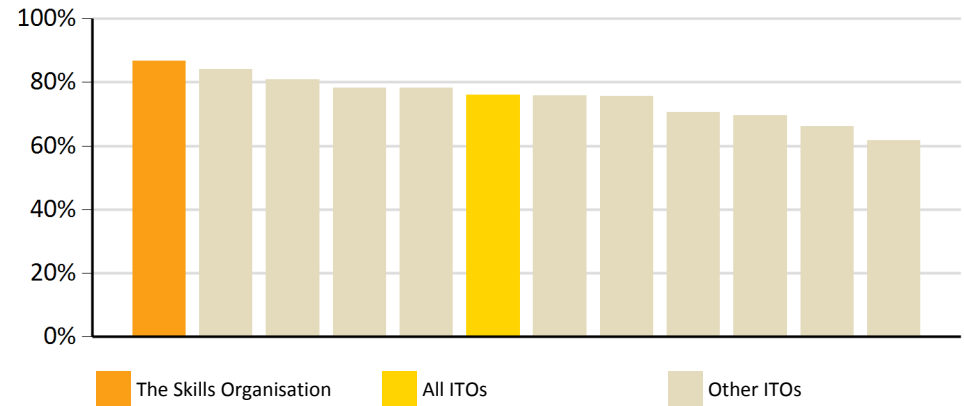


Overall TEO first year retention rate

87%

| Cohort entries | Total number retained | First year retention rate | First year completions | First year completion rate |
|----------------|-----------------------|---------------------------|------------------------|----------------------------|
| 2,351 | 2,041 | 87% | 28 | 1% |

Comparative first year retention rate results across ITOs



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Relative Results Across Educational Performance Indicators

Cohort-based programme completion

This measures the number of learners in a starting cohort who complete a programme at the same level after a given time-frame.

| | Name | Rate |
|----|-------------------------|------|
| | ITO sector | 67% |
| 1 | Skills Active Aotearoa | 77% |
| 2 | The Skills Organisation | 74% |
| 3 | Competenz | 70% |
| 4 | ServiceIQ | 70% |
| 5 | Careerforce | 66% |
| 6 | Primary ITO | 65% |
| 7 | MITO | 59% |
| 8 | Connexis | 57% |
| 9 | BCITO | 55% |
| 10 | HITO | 45% |
| 11 | NZMAC ITO | 30% |

Credit achievement

This measures the number of credits achieved as a proportion of the credits expected to be achieved.

| | Name | Rate |
|----|-------------------------|------|
| | ITO sector | 76% |
| 1 | HITO | 100% |
| 2 | MITO | 98% |
| 3 | BCITO | 96% |
| 4 | Skills Active Aotearoa | 79% |
| 5 | NZMAC ITO | 78% |
| 6 | Connexis | 77% |
| 7 | Competenz | 73% |
| 8 | ServiceIQ | 70% |
| 9 | The Skills Organisation | 70% |
| 10 | Careerforce | 67% |
| 11 | Primary ITO | 64% |

First year retention rate

This measures the proportion of New Zealand Apprentices retained in their apprenticeship after their first 12 months of training.

| | Name | Rate |
|----|-------------------------|------|
| | ITO sector | 76% |
| 1 | The Skills Organisation | 87% |
| 2 | Skills Active Aotearoa | 84% |
| 3 | Competenz | 81% |
| 4 | MITO | 78% |
| 5 | ServiceIQ | 78% |
| 6 | BCITO | 76% |
| 7 | NZMAC ITO | 76% |
| 8 | Connexis | 71% |
| 9 | Careerforce | 70% |
| 10 | HITO | 66% |
| 11 | Primary ITO | 62% |

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